

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):



FEPA



EEOC

520-2019-02233**New York State Division Of Human Rights**

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Ms. Lisa Buon

Home Phone (Incl. Area Code)

(845) 541-9097

Date of Birth

1967

Street Address

City, State and ZIP Code

155 Neelytown Road, Montgomery, NY 12549

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

No. Employees, Members

Phone No. (Include Area Code)

NEWBURGH ENLARGED CITY SCHOOL DIST.**1,500-2,000****(845) 563-3400**

Street Address

City, State and ZIP Code

124 Grand Street, Newburgh, NY 12550

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

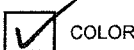
City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

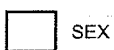
DATE(S) DISCRIMINATION TOOK PLACE



RACE



COLOR



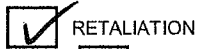
SEX



RELIGION



NATIONAL ORIGIN



RETALIATION



AGE



DISABILITY



GENETIC INFORMATION

☐ OTHER (Specify)

Earliest

Latest

August 2018

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

1. Frequent disciplinary meetings for minor matters based on mistakes teachers made
2. Offensive, nasty emails.
3. Giving directives to me that were not given to other principals
4. Holding an academic cabinet mtg. with myself and all senior central office staff but not informing me of the standard protocol of the mtg. as had been done with all other principals.
5. Deliberately withholding communication about district initiatives from me that have been shared with other principals (See attachment)

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)**4-4-19**

Date

Lisa Buon

Charging Party Signature

6. NECSD did not hire me for the after-school RISE Program and in retaliation hired someone less qualified and with less seniority in the position and who is brand new to the district.
7. In retaliation - frequent disciplinary meetings after-school after my work day has ended.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Lisa Buon**
155 Neelytown Road
Montgomery, NY 12549

From: **New York District Office**
33 Whitehall Street
5th Floor
New York, NY 10004

☐

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

520-2019-02233

Melita R. Fogle,
Investigator

(212) 336-3771

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

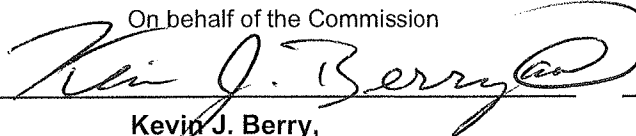
- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



Kevin J. Berry,
District Director

4/23/19

(Date Mailed)

Enclosures(s)

cc: **Dr. Roberto Padilla, Superintendent**
Newburgh Enlarged City School District
124 Grand Street
Newburgh, NY 12550